

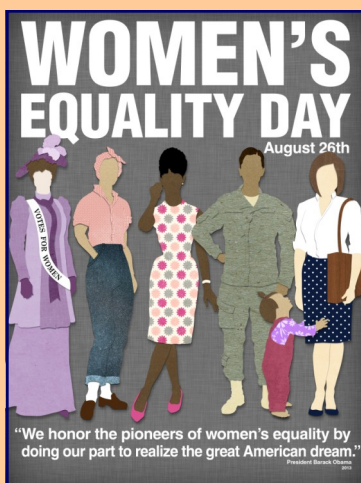
# CIVIL RIGHTS ON DECK



Share on Facebook

Share on Twitter

## August 26th is Women's Equality Day



Women's Equality Day - on August 26th - is an opportunity to do something special to honor the achievements of women and promote gender equality. CG encourages CO/OICs to attend and sponsor events in commemoration of this year's celebration. The theme is "Celebrating Women's Right to Vote". Need ideas to inspire your event or celebration? Contact your local [Civil Rights Service Provider](#).

## CIVIL RIGHTS DIRECTORATE

Ms. Terri Dickerson, Director  
Ms. Francine Blyther, Office  
of Civil Rights Operations  
CAPT Joel Rebholz, Office of  
Civil Rights Policy, Planning,  
and Resources  
Ms. Dayra Harbison, Chief,  
Compliance & Procedures  
Division  
Ms. Barbara Stewart, Chief,  
Solutions and Complaints  
Division  
CDR Kirby Sniffen, Chief,  
Planning and Resource  
Management Division  
CDR Albert Antaran,  
Executive Assistant  
Ms. Emily Harcum,  
Communications Specialist

Volume 9, Issue 8

August 2014

## Recruiting Initiative Turns 25!

The CG's College Student Pre-Commissioning Initiative (CSPI) celebrated its 25th anniversary! CSPI recruits college students from communities traditionally underrepresented in the Coast Guard. CSPI includes partnerships with many minority serving institutions, and is credited for the core diversification among CG's officers. On July 18th, ADM Paul Zukunft, Commandant of the CG, addressed several hundred CG members and CSPI alumni at Headquarters to commemorate the program's significant milestone and celebrate its success. For more info, visit <http://www.gocoastguard.com/active-duty-careers/officer-opportunities/programs/college-student-pre-commissioning-initiative>.



**Pictured:** At the event, ADM Zukunft (center) speaks with Ms. Francine Blyther (left) and Ms. Terri A. Dickerson (right) from the Civil Rights Directorate. Submitted by LT Caleb James

## Details Matter: EEOC Finds Breach of Agreement

The United States Postal Service (USPS) entered into a settlement agreement with a complainant which required, in part, that the supervisor host staff meetings to discuss policies applicable to employees with disabilities. After the USPS appealed the decision, the Equal Employment Opportunity Commission (EEOC) found that USPS breached its agreement when, instead of hosting staff meetings, the supervisor directed employees to consult with her privately to ask questions or obtain information about policies.



While the supervisor's desire to maintain employee privacy was commendable, the EEOC noted that the same outcome could have been achieved had the supervisor initiated discussions using hypothetical examples, and invited employees to bring up specific concerns privately. The EEOC found that since the agreement specifically called for employee staff meetings, it was important to the complainant to have all employees hear and learn about policy exceptions. Thus, the EEOC found a breach of settlement agreement and ordered corrective actions. *Wolf v. U.S. Postal Service*, EEOC Appeal No. 0120113147. Submitted by Mr. Johnny McAfee

## Long-Term Relationships: Coasties Mentor in Ward 8



"Lunch Buddies" is an interactive companion program for students in kindergarten through 5th grade that allows civic leaders to "adopt" a class at the Bishop Walker School for Boys in Ward 8, Washington, DC. This unique program fosters long-term relationships by allowing mentors to remain with peer groups as they advance from one grade to the next. Through CG's Partnership in Education (PIE) program, CDR (sel.) Art Ray, LTJG Keith Blevins, and LCDR Jonathan Schaffer participate in this companion program alongside other mentors from the U.S. Diplomatic Corps, corporate organizations, and various federal, state, and district government agencies. **Pictured:** LCDR Schaffer motivates his "Lunch Buddies". Submitted by LCDR Schaffer, Base NCR



## Positive Words Empower

Creating a discrimination-free environment at the CG often requires educating our workforce about the power wielded by their words and actions. For example, when writing or speaking about people with disabilities, using “people first” language can make a huge difference. Group designations like “the blind” or “the mute” are inappropriate; they simply do not capture the individuality, equality, or dignity of people with disabilities. To the right, find a list that can help you eliminate negative phrases and employ positive ones that put the person first. Remember, do not be afraid to ask questions if you are ever in doubt of what terminology someone prefers! For more information about programs that support persons with disabilities, contact your local [Civil Rights Service Provider](#). Source: *The AbilityOne Program*, see [www.abilityone.org](http://www.abilityone.org).

Negative Phrases:	Positive Phrases:
The disabled, handicapped	Person with a disability
Normal person	Person without a disability
Retarded, mentally defective	Person with intellectual/cognitive disabilities
Crippled, lame, deformed	Person with a physical disability
A hearing loss, the deaf	Person who is deaf, person who is hard of hearing
Admits he/she has a disability	Says he/she has a disability
Has overcome his/her disability; courageous (when it implies the person has courage because of having a disability)	Successful, productive



## Kudos to the Crew of the CRD

Bravo Zulu to LCDR Howard Vacco, who earned a Commendation Medal for his accomplishments as an Equal Opportunity Advisor for New Orleans, LA (Region 3, Zone 11), where he served since 2011. LCDR Vacco also recently achieved the rank of LCDR, and CRD wishes him luck in his next assignment as the Director of the Vessel Traffic Services Center for Sector New Orleans. **Pictured:** CAPT Thomas Crabbs, LCDR Vacco, LCDR Walter Daniel, and Mr. Ahmad Razavi at the presentation of the medal. Submitted by Ms. Rita Moscuzza

Congratulations also to Ms. de Lesa Hanson, who earned a M.S. in Homeland Security from the University of the District of Columbia (UDC). Ms. Hanson's



thesis was on Maritime Port Security – Interagency Operations. Impressively, she is also a charter member of the National Honor Society, Order of the Sword and Shield. Submitted by Mr. Ed Weaver



**Nominations for CG's 2014 Partnership in Education (PIE) Awards will be accepted until 15 August!**

For details on how to apply or nominate a deserving Coastie, see [ALCOAST 272/14](#).



## Region 1 Welcomes New CRD Staff

The Civil Rights Directorate (CRD) is pleased to announce that Ms. Gina Huck (**pictured right**), the Equal Employment Opportunity (EEO) Manager in Honolulu, HI (Region 3, Zone 14), has accepted the Deputy Regional Director position for Region 1, and will be moving to Washington, DC. Prior to joining CG, she spent four years as an EEO Manager with the Transportation Security Administration.

CRD welcomes Ms. Whitney Pullen and Ms. Christina Fine (**pictured below, right to left**). Ms. Pullen joins CG as an EEO Specialist in Washington, DC (Region 1, Zone 4). Previously, she served five years as an EEO Specialist for the Department of the



Army. Ms. Pullen earned a B.S. in Sociology from Bowie State University, and a M.S. in Human Resource Management from

Devry Keller Graduate School of Management. She is an active member of Federally Employed Women (FEW) and a certified mediator. Ms. Pullen enjoys spending time with her energetic one-year-old, Austin. Ms. Christina Fine serves as an Office Assistant (summer hire) for Region 1. Prior to her service with the CG, Ms. Fine worked for AmeriPlan USA as a Regional Sales Director, and held various other retail jobs. Ms. Fine attended Ashford University, and is married with three children, Bradley (8), Alessandra (3), and Aurora (15 months).

